

BOARD OF SUPERVISORS

GILA COUNTY, ARIZONA

Date: May 3, 2005

JOSÉ M. SANCHEZ

Chairman

JOHN F. NELSON

Clerk of the Board

TOMMIE C. MARTIN

Vice-Chairman

By: Marilyn Brewer
Deputy Clerk

SHIRLEY L. DAWSON

Member

Gila County Courthouse
Globe, Arizona

PRESENT: Jose M. Sanchez, Chairman; Tommie C. Martin, Vice-Chairman; Shirley L. Dawson, Member; Jacque Griffin, Assistant County Manager/County Librarian; and, Daisy Flores, County Attorney.

The Gila County Board of Supervisors met in Regular Session at 10:00 a.m. this date. Daisy Flores led the Pledge of Allegiance and Reverend Barbie Morton of the First Christian Church delivered the Invocation.

At 10:04 a.m. a public hearing was held to adopt Resolution No. 05-05-01 approving Planning and Zoning Department Case No. Z0A-05-01, an amendment to Section 104.2.A.4, R1-Residence One District, Uses Permitted Subject to a Use Permit, of Gila County's Zoning Ordinance. Terry Smith, Deputy Director of the Community Development Division/Planning & Zoning Manager, stated this is an amendment to the Zoning Ordinance because of requests for an increase in the allowable square footage for a guest house. The current Ordinance states that the maximum guest house size, including a carport, cannot exceed thirty percent of the livable area of the main dwelling. A request was heard by the Planning and Zoning (P & Z) Commission on April 21, 2005, to increase the guest house size to 500 square feet and eliminate the thirty percent requirement. Upon review, the P & Z Commission felt 500 square feet was too small and have unanimously recommended to the Board

that the allowable square footage for a guest house be increased to 800 square feet maximum. Chairman Sanchez opened the public hearing and asked for public comment; none was offered. Chairman Sanchez closed the public hearing at this time. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously adopted Resolution No. 05-05-01. Mr. Smith stated, after the vote, that this amendment would not become effective for thirty days. **(A copy of the Resolution and Staff Report are permanently on file in the Board of Supervisors' Office.)**

At 10:07 a.m. a public hearing was held to adopt Resolution No. 05-05-02 approving Planning and Zoning Department Case No. GCP-05-01 which establishes a fee of \$250.00 for any requested amendment to the Gila County Comprehensive Master Plan. Terry Smith stated this request was published and then heard by the Planning and Zoning Commission on March 17, 2005, where it was unanimously approved for recommendation to the Board. When the Board adopted the Comprehensive Master Plan in 2003, a fee schedule was not established. Mr. Smith advised that when a request is submitted to the Planning and Zoning Department to amend the Comprehensive Master Plan, it must be published, posted and put through the same procedure as a rezoning application which costs \$250.00. Chairman Sanchez inquired if the requested amendments came from the public. Mr. Smith replied in the affirmative. Chairman Sanchez also inquired if the justification for the fee is to reimburse the County. Mr. Smith stated that the proposed fee is the same amount as the zoning fee and the fees are established to recover costs such as time spent for processing and newspaper advertisements. Chairman Sanchez opened the public hearing and asked for public comment; none was offered. Chairman Sanchez closed the public hearing at this time. Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the Board unanimously adopted Resolution No. 05-05-02. **(A copy of the Resolution is permanently on file in the Board of Supervisors' Office.)**

At 10:11 a.m. a public hearing was held to adopt Resolution No. 05-05-04 designating Sanders Drive and Sandi Lane as Country Dirt Roads and accepting said roads into the Gila County Dirt Road System. Steve Sanders, Public Works Division Deputy Director, stated that Sanders Drive and Sandi Lane are located in the Skyline area of Globe with Sanders Drive located within the Globe City limits and Sandi Lane in the unincorporated area of Gila County. He stated that the residents petitioned the City of Globe to accept these roads into the City; however, the City refused because the roads are private and need to be brought up to a certain standard before the City would accept them, which the residents were not equipped to do. The residents then petitioned the County. The County has the mechanism in place whereby it can help the citizens make these Country Dirt Roads and can be maintained with little additional work. Sanders Drive is 40 feet wide by 800 feet in length, and Sandi Lane is 30 feet wide by 800 feet in length. Chairman Sanchez inquired if there are other roads that the County currently maintains that are part County and part City. Mr. Sanders stated that there are currently two other roads maintained in this way; one is in the Wheatfields area and the other is off Jess Hayes Road and both are dirt roads. Chairman Sanchez opened the public hearing and asked for public comment. David Heffel, a resident of Sandi Lane, requested to speak and stated that he would greatly appreciate the cooperation and help from the Board. No other comments from the public were offered. Chairman Sanchez closed the public hearing at this time. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously adopted Resolution No. 05-05-04. **(A copy of the Resolution is permanently on file in the Board of Supervisors' Office.)**

Chairman Sanchez called on Terry Smith for a presentation regarding establishing a civil penalty procedure for zoning and building code violations within the unincorporated areas of Gila County. Mr. Smith stated that he made a trip to Florence, Arizona, to sit in on a hearing office proceeding to view Pinal County's program in action. He stated he is hoping to do away with Gila

County's proposed junk ordinance and instead utilize existing ordinances and codes, which will be amended to establish civil penalties for violations. Mr. Smith stated that current County violations are handled criminally, with the violations being filed with the County Attorney's Office. He recommended implementing the same procedures used by Pinal County because the Gila County Attorney has a backlog of cases to be completed. Mr. Smith then introduced Brenda Lampert, Pinal County Hearings Program Coordinator, who gave a PowerPoint presentation to illustrate to the Board how Pinal County's Hearing Office operates and how it could benefit Gila County. Ms. Lampert stated that within the four years the Pinal County Hearings Program has been in place, it has grown to over 7,000 cases. A Hearing Specialist has been added to assist Ms. Lampert with her duties and the Hearing Office has expanded to three Hearing Officers and five Code Compliance Officers. Pinal County hearing procedures are as follows: 1) The Code Compliance Office (CCO) receives a complaint from the public either by a phone call or in person and a Zoning Violation Complaint Form is completed; 2) the CCO inspects the property and sends out a first letter advising the property owner of the violation code number and violation along with the date by which the corrective measures must be completed; 3) if the property owner complies, a thank-you letter will be issued; 4) if the property owner does not comply a Cease and Desist Order will be issued and compliance must be met within fifteen days or the case will be turned over to the Hearing Office; 5) all information is entered into a spreadsheet; 6) if no response is forthcoming from the property owner, a Hearing Letter, which has to be carefully worded because of legal challenges, is either sent by certified mail allowing a 30-day period for completion of the corrective measure or 10 days if personally served; 7) if the property owner pleads 'liable,' a fine is immediately issued in the amount of \$700; however, if the property owner pleads 'not liable,' a hearing is set up for the following month before the Pinal County Hearing Officer; 8) a monthly agenda of the hearings is prepared; 9) at the hearing, a judgment is rendered, and if the

property owner is found to be liable, the Hearing Officer may issue fines ranging from \$100 to \$700 for an individual, or \$100 to \$10,000 for a business, with an order to comply within thirty (30) days; additional daily penalties may also be assessed ranging from \$100.00 to \$700.00 per day for an individual and \$100.00 to \$10,000 per day for a business which accrue daily until compliance by a certain date; 10) the property owner may request a Fine Reduction Hearing, and only the Board of Supervisors may drop a fine; 11) if the property owner wishes to appeal the decision of the Hearing Officer, he/she must notify the Hearing Office in writing within ten days; 12) in a hearing, the Board of Supervisors will then render a final judgment; and, 13) if compliance is not forthcoming an Affidavit for Order to Show Cause may be issued. Ms. Lampert stated that nine times out of ten the Board of Supervisors will uphold the Hearing Officer's ruling. She stated that the Hearing Office also handles animal control with 300 to 350 animal citations being issued per month. A \$27 administrative fee is charged for each animal citation. Safety issues, housing (approximately 50 citations per month), zoning (approximately 100 to 150 citations per month), and environmental health, which includes waste tires and disposable waste, are also handled by the Hearing Office. Ms. Lampert stated that one half of each fine goes into the Zoning Department budget for equipment and supplies, and the other half goes into the General Fund to fund the Hearing Office and its Program. Ms. Lampert explained that they try to cooperate with the citizens to correct the violations by answering citizen's questions or granting additional time for completion and a re-inspection, or setting up monthly payment schedules for the payment of fines. If payments are not received, they are turned over to collections, and the County is also in the process of setting up another collection program known as the Tax Incentive Program. The Hearings Program has also reached a point where they now have a litigator working on six cases for placing liens on property. The County will also eventually acquire some of these properties which will be cleaned up and sold to recoup the fines and penalty fees. She stated if a

person has a current violation, they are denied any other types of permits, as their name is flagged in-house, until they are in compliance. In conclusion, she stated: *“people really know that if they don’t listen, and if they don’t abide by the ordinance, because the ordinance is law, then they will pay these fines and penalties. Pinal County means business.”* Supervisor Dawson inquired about the procedure when a person does not appear for their hearing. Ms. Lampert stated that the property owner is noted as ‘failure to appear’ and found to be in default and then her office proceeds with the fines. Supervisor Dawson also questioned if the County is moving toward placing liens on property. Ms. Lampert replied in the affirmative. She also stated that the Hearing Office is currently being moved because of a conflict of interest, as her boss is also the Supervisor of Zoning and Development. Chairman Sanchez stated that he has heard that everything Ms. Lampert is doing is enabled by the ordinance that the Board of Supervisors passed, including the fines and penalties. Ms. Lampert replied that this was correct. Mr. Smith recommended utilizing Gila County’s present ordinance with some amendments being made. He also suggested that the Board could adopt a resolution to authorize the fines as well as establishing the procedures for the Hearing Officer. Vice-Chairman Martin inquired when Mr. Smith would be bringing this information back to the Board. Mr. Smith stated that he would like to bring this item back to the Board at the next regular Board meeting for direction by the Board so he could proceed with getting this established and that Ms. Lampert has volunteered to assist him. Chairman Sanchez asked Ms. Lampert the amount of money that would be needed to implement this program in Gila County. Ms. Lampert stated that the County could probably start the program with approximately \$50,000 to \$60,000; however, the amount could vary depending on the amount of employee salaries. Mr. Smith stated that Pinal County has five CCOs because of the volume of its program, but that Gila County would probably only require two CCOs, one for northern Gila County and one for southern Gila County. Chairman Sanchez thanked Ms. Lampert and Mr. Smith for their presentations

and stated that this item would be placed on the agenda for the next regular meeting.

Kevin Kenney, Bio Terrorism Coordinator, requested the approval of two separate agreements between the Gila County Division of Health and Community Services and EAI Corporation and Samaritan Technologies, LLC for the purchase of a web-based volunteer recruitment and management software package known as DisasterHelp.net for the Public Health Preparedness Office to utilize the DisasterHelp.net website. He stated that the Arizona Department of Health Services has mandated that the County implement systems and protocols to recruit and manage volunteers for emergency purposes, and this web-based software tool will provide a method to achieve compliance. Mr. Kenney advised that in 2000, an effort to recruit volunteer nurses for the smallpox preparation program became a very time-consuming and difficult task, and trying to manage those people on a simple spreadsheet was almost impossible. He advised that the other fourteen Arizona counties are also experiencing the same difficulties and are looking at different options. Recently Navajo and Apache Counties purchased this same software to meet their needs and Graham County is contemplating a purchase as well. FEMA (Federal Emergency Management Act) used this program for the Florida disasters. The hope is to achieve inter-operability between the Arizona counties in the event of a public health emergency. He explained that the program would be advertised on the Gila County website and through the Health Department. He also explained how the program would be accessed by the volunteers to complete the required information. One of the County's volunteer coordinators would then access this information which could be managed through credentialing, training and exercising and would result in a higher retainment of volunteers. In conjunction with Apache and Navajo Counties, this would present the opportunity to share resources and bring the County into closer compliance with the National Response Plan and the Governor's Homeland Security directives, along with departmental sharing with Emergency Management in

the event of an emergency situation. Supervisor Dawson inquired about the estimated number of volunteers that could be coordinated. Mr. Kenney replied that when they recruited for nursing volunteers, five hundred letters were mailed out and there were one hundred returns, and at that time without having someone dedicated to managing the program, it failed. He stated that in the recent work on planning vaccination clinics in Gila County there were no nurses able to give the smallpox vaccine because they were all contra-indicated. Mr. Kenney advised that it could potentially take from one hundred to five hundred volunteers to actively manage a vaccination clinic effort that would travel to seven clinics around the County. If there were an anthrax situation, which would require treatment within forty-eight hours, it would require in excess of five hundred volunteers which the Health Department does not have. Supervisor Dawson advised that the purchase price is \$6,300 for the first year and \$3,500 per year for subsequent years, however, it doesn't state how many years this would entail. Mr. Kenney replied that this would be renewed on an annual basis. Vice-Chairman Martin inquired if the funding is coming from a grant and not new funding from the County. He stated that one hundred percent of the funding will be from the Bio terrorism grant. Vice-Chairman Martin also inquired if a system is in place to monitor this. Mr. Kenney stated that this will be measured by the number of active trained volunteers, certifications that are given, and he also hopes to assist Al Gameros, Fire Chief of the Globe Fire Department, with CERT (Community Emergency Response Team) Training and basically have a cadre of people who can be trained and exercised. Vice-Chairman Martin stated that she would like a report a year from now. Mr. Kenney agreed to report back to the Board within one year. Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the Board unanimously approved the two agreements with EAI Corporation and Samaritan Technologies, LLC.

Jeremy Goodman, Director of the Information Technology (IT) Department, requested the approval and authorization of the Chairman's

signature on a Lease Agreement-Order Form and Education Service Agreement No. 249744 between Gila County and Computer Associates for Asset Management and Helpdesk software with a maintenance agreement in the yearly amount of \$10,901.00 for a three-year period. Mr. Goodman stated that since he last hired a technician, the County has doubled the amount of network devices, so the IT Department is being “*stretched pretty thin and this software will help.*” He stated this software has two components, one to be used for asset management to keep track of all computers (who uses them and maintenance on each piece) and that data will be used in the second component which will be the Service Desk Help used to assist in repairs. Also included will be education to learn to use the program. Vice-Chairman Martin stated that she is glad to see this program being implemented for the asset management portion because of the County’s quick expansion in this area. Supervisor Dawson stated that she is just learning the County’s budgeting process and she asked Mr. Goodman if he has this money within the IT budget for the next three years. Mr. Goodman stated that he spoke with John Nelson, County Manager/Clerk, and Richard Gaona, Finance Department Director, to request an allocation of additional funds for this year and the next two years within the IT budget. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously approved and authorized the Chairman’s signature on the Lease Agreement-Order Form and Education Service Agreement No. 249744.

Supervisor Dawson requested that the next three agenda items, 8, 9 and 10, be addressed at the same time because each one is accepting or rejecting a Citizen’s Petition. Chairman Sanchez inquired of Steve Sanders if this would be possible. On behalf of Mr. Sanders, Steve Stratton, Public Works Division Director, stated this would not be a problem if each road is mentioned in the motion. Steve Sanders requested that the Board accept or reject a Citizen’s Petitions to designate Radium Drive (which is located in the Wheatfields area), Desert Shadows Lane (which is located in the Dripping Springs area), and

Zimmer Lane (which is located in the Tonto Basin Area) as Country Dirt Roads. He advised that the subject roads qualify as Country Dirt Roads. Mr. Sanders clarified that the Board is only accepting or rejecting the Citizen's Petitions at this time. He explained that if the Citizen's Petitions are accepted, departmental staff will create public easement documents which will need to be signed by each individual property owner along these roads to deed their portion of property on the road to the County. The next step in the process will be a public hearing before the Board of Supervisors at which time the Board may adopt a resolution designating the subject roads as Country Dirt Roads. Vice-Chairman Martin made a motion to accept the Citizen's Petitions to designate Radium Drive, Desert Shadow Lane and Zimmer Lane as Country Dirt Roads. Supervisor Dawson seconded the motion and the vote passed unanimously.

Steve Sanders requested the adoption of Resolution No. 05-05-03 establishing tracts of land for roadway, utilities and drainage purposes, Tracts A, B, C, D, E, and F as shown on Greenback Vista Estates Subdivision Official Map Number 706-A Gila County Records, as Public Roads, Utility and Drainage Ways and accepting said roads into the Gila County Public Roadway System. Mr. Sanders stated that the Greenback Vista Estates Subdivision in Tonto Basin became a subdivision in March, 1998. The roads, which are paved and built to County standards, are 1,400 feet in length with a 900 foot drainage and utility easement. There are thirty five lots in the Subdivision and originally the roads were retained as traps by the developer and kept private. He stated, *"In the near future, these roads will soon be turned over to the State, at which time they will be turned back to the County."* Mr. Sanders advised that he has contacted the developer to ask that the roads be deeded to the County now so that the County can perform preventative maintenance instead of waiting until they are turned back to the County because after that seven to eight year period it will require even more money for maintenance. The developer has quit-claimed the roads over to the County, so if the Board approves this

Resolution the subject roads will become public roads to serve the residents of the Subdivision. Chairman Sanchez inquired why there isn't a public hearing for this item. Mr. Sanders replied that a public hearing is not necessary because the request is not to designate the subject roads as County highways, but rather the County will simply hold the easement and own the roads. He advised that if the roads are not designated as public highways, the County may maintain them with petroleum products because they are paved highways. Mr. Sanders stated: *"If the County was to go in and tear out the roads and repave them, they would then have to become County highways, but right now we can go in and perform maintenance utilizing what's in place and not have to build roads in the future."* Supervisor Dawson inquired as to the location of the subject roads in relation to the creek. Mr. Sanders replied that the subject roads are on the east side of the highway and the west side of the creek. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously adopted Resolution No. 05-05-03. **(A copy of the Resolution is permanently on file in the Board of Supervisors' Office.)**

Vice-Chairman Martin requested authorization to re-assign Steve Besich, Deputy County Manager, to County Manager/Clerk with him receiving that position's attendant salary along with the reassignment of John Nelson, County Manager/Clerk, to Deputy County Manager with him receiving that position's attendant salary. Vice-Chairman Martin stated that she would like to take more time than normal to explain this item because there has been a lot of misinformation. Vice-Chairman Martin stated that she would like to start by saying that she feels hampered by not having been able to discuss this item with the other Board members because of the Open Meeting Law, so if she erred on the side in not discussing this item, she apologized. She stated Mr. Nelson is a very private person, but at his request, along with a letter of permission in his file, she was going to publicly share his personal information at this time. She advised that Mr. Nelson's wife has become very ill and Mr. Nelson has needed to closely monitor her condition, so he requested a two-

week leave of absence. Due to the stress of his wife being ill, along with work stress related to a new Board, new Board orientation, and being on the negotiating team for the college issues, Mr. Nelson has also been told by his personal doctor that he must do something immediately for his stress reduction. Vice-Chairman Martin said Mr. Nelson contacted her stating that he has to make some changes, but she didn't know if Mr. Nelson contacted Chairman Sanchez or Supervisor Dawson. She stated that there are two different actions the Board can take. The first one is the one she is proposing. She stated that after discussion with Mr. Nelson, she felt he really doesn't want to retire and she finds him to be a very valuable employee, so at Mr. Nelson's suggestion, she spoke with Steve Besich, Deputy County Manager, to see if their positions could be switched. She stated the primary difference would be the interaction with the Board. Mr. Besich and the Board would do the day-to-day business together and let Mr. Nelson continue to work with the items such as the budget, finance, and personnel. She stated that Mr. Besich was reluctant to do this as he has previously been in the position of County Manager; however, he was willing to help in order to relieve Mr. Nelson of the stress. She stated that both men finally agreed to the change on Sunday evening and both are looking forward to it. Vice-Chairman Martin stated that she told them she would get the paperwork started in order to get the item on the agenda, as Mr. Nelson and Mr. Besich would like the effective date to be today after approval by the Board. She then proceeded to get the paperwork in place. Vice-Chairman Martin advised that neither of the men could be present at the meeting today as Mr. Nelson was in Phoenix with his wife at the doctor's office and would advise if he needed another two-week leave at the direction of the doctor, and Mr. Besich was in Tucson on County business. She stated that both Mr. Nelson and Mr. Besich have given their permission to publicly discuss the item and the Board could take action if it so desired. Chairman Sanchez stated that this was one option and inquired as to the other option. Vice-Chairman Martin stated that the other option would be to force Mr. Nelson into

retirement and have Mr. Besich permanently be the Manager, or be the temporary Manager while the position is advertised. She stated that Mr. Nelson is not willing to come back as the Manager on top of the load that he is already carrying; Mr. Besich is willing to do whatever the Board asks of him in order to make this a smooth transition. She stated the Board must take some action to to address the issue and this was her attempt to help facilitate that effort. Supervisor Dawson stated that she had a prepared statement that she wished to read at this time, as follows: *"In the last 27 hours, I have been very concerned about how things suddenly appear. And the other thing that I'm concerned about is the fact that although Supervisor Martin thinks that it was on Sunday that these gentlemen discussed this, the change of their salaries, the proposal was signed by the Chairman on Tuesday, April 26th, and signed by the Personnel Director on Wednesday, April 27th, but not presented to the Board or the public until yesterday morning, 27 hours ago. Exactly four months ago today, the three of us raised our arm to the square and took a solemn oath to uphold the laws of the State of Arizona and of Gila County. We pledged to represent the citizens of this County to the best of our ability, so help us God. It was just a little bit over six months ago that we were eagerly appearing in every corner of this County, taking any opportunity, be it Republicans or Democrat-sponsored activity, we were there promising the voters of this County that we wanted to be their public servants. We promised them an open door policy; we promised them that their needs would be heard and acted upon; we pledged to work with them for a better Gila County. I even remember hearing pledges of fiscal responsibility not only from the administration, but from department heads. What I am saying covers both [agenda] Items 12 and 13, Mr. Chairman. I wonder what has happened to this Board. We look at our agendas; there is no 'Call to the Public.' I have asked that at every public meeting there be an opportunity for citizens to express their opinions and their concerns. That has been refused to even be placed on a discussion item in a Work Session. Today, the critical item of hiring a new County Manager was originally, as I saw it, placed on the Consent Agenda;*

that's how it came across as it appeared to me, that it was going to be there. Then talking with the Acting Manager, Jacque, yesterday, she informed me she needed to rush because it was 9:30 and she needed to get an agenda item on. Agenda items 12 and 13 were placed on the agenda at the very last moment, just 24 hours ago, 26 hours ago. These items, as I said, go hand in hand. As we ask to make changes in the top administrative positions of this County, we take nothing into consideration, just a mere shifting of the highest paid positions in this County. I spoke with Mr. Besich yesterday. I told him what I was going to discuss. He is aware of this. And I'm going to now go through why I will be voting 'no' on placing Mr. Besich in the position of County Manager in Gila County. Point number one: At our last regular Board meeting, Mr. Besich stood and told us that being two or three years behind in our State audit was no big deal and that most small counties were in the same boat. Do you recall he said we did not even have an assigned auditor for 2004. The next day, while in Phoenix, I had the opportunity to speak with Debbie Davenport, the Arizona State Auditor General. She assured me that the lack of an audit for the years 2003 and 2004 in Gila County was a very big deal in her office. I told her that we had not been assigned an auditor for 2004. She told me that she believed that was incorrect information, but she would check. She then reported that Armstrong & Walker had been assigned to audit both the years 2003 and 2004. My fellow Board members, in item 13 you're asking that we make the County Administrator of Gila County the dictator of Gila County. I will not and cannot vote for a dictatorship, nor for someone who takes the finances of Gila County as no big deal. Point number two: There are people who are now, or have been, employed by Gila County who worked under Mr. Besich as Manager. On one or more occasions, there have been tactics of threats and intimidation used as a matter of routine. I explained this to Mr. Besich yesterday. Most specifically, and there's people in this room who know the illustration, we the County, the administration, is the Big Fish and if you didn't get in line and line up, the Big Fish is going to gobble you up. Point number three: As you know, I have asked publicly, I've asked in writing, to the

administration of Gila County about the funds of the Industrial Development Authority (IDA). I started this in January. We, as Board members, appoint Board members to represent the Industrial Development Authority; in fact, there's one on the Agenda today. I feel we have an oversight responsibility. I have carefully reviewed those minutes that are available for this organization and find almost no accounting of funds. When this item was placed on the agenda a few weeks ago, Mr. Besich was back there where John Armer is, and shouted out where the funds are; that the funds for the IDA were in account number 127. I went to Mr. Gaona and the Finance Department and requested a printout of account 127. It showed a balance of some \$130,000 dollars. At the same time I obtained the annual report which is filed with the Arizona Corporation Commission in which the funds were reported at some \$470,000. This form was signed and sent in by Mr. Besich. I asked Mr. Besich and Mr. Nelson where is the other \$300,000; it is not on deposit with or under the umbrella of the County Treasurer. I've been given a lot of locations for those funds, but nothing accurate. I've been told on different occasions that the funds were on deposit and that they were going to be transferred into the County Treasury. However, yesterday, Mr. Besich sent me a letter saying he needed to meet with Grupo de Mexico, a Mr. Mendoza, and try to get additional funds. When I questioned him that he had filed annual reports with the State Corporation Commission stating that the funds were on deposit and the amount, he immediately shifted the responsibility. 'I just signed the form; John Nelson prepared them.' Point number four: Being the highest paid employee in Gila County was not enough. As he departed County employment in the year 2003, having spent approximately nine years as County Manager, he agreed to and received, not by the open and official actions of the then Board of Supervisors, but by a behind-the-scenes action. He was paid an additional \$5,000. Others who received this 'bonus' were required by the County Attorney to repay those funds. However, Mr. Besich was on his sabbatical with the Governor and never repaid the \$5,000. He explained to me he felt he had earned this additional money because he was having to do more than one job as County

Manager. No, my fellow Board members, I cannot delegate my sworn responsibility to represent the concerns of the people of Gila County. I cannot revert this County to a dictatorship, nor can I place in the position of County Manager someone who takes financial accountability of this County lightly; who manages by threats and intimidations; who shifts responsibility for his own official actions to others; and, who believes that a salary of \$90,000 to \$100,000 does not obligate one to carry out any and all responsibilities, but feels justified in seeking and accepting 'bonus' pay. If we are going to hire a new County Manager, it's our opportunity, the opportunity of this Board, to advertise the position and set a new and positive course for Gila County. I urge you to leave this vacancy open. Take the time to be fair. In my experience as a member of the Globe School Board, I saw what bringing a new and qualified person in as School Superintendent did, not only for the school, but for the trust, the support and the confidence of our community. We have two assistant County Managers. What is the rush to fill this vacancy? Why would we not be open and fair and advertise the position? Mr. Besich can apply. If he is the best candidate, so be it. I implore [you] to join me in upholding the oath and the promises that we made as we campaigned and then took office here. Thank you. Chairman Sanchez stated: "I would just like to point out about the dates on the verifications for the Gila County payroll authorizations. I signed as Department Head on April 26th, the Personnel Director signed on the 27th, in addition to the Finance Director on the 27th, and I think you were implying or suggesting that was improper..." He cited several other payroll authorizations being approved which were dated with similar dates. He stated: "In that respect those are just standard operating procedures and signed in anticipation...the final thing is the signature of the Board of Supervisors." Supervisor Dawson stated that she doesn't believe this was a procedural problem in being signed on the 26th and 27th, but that it was yesterday morning at 9:00 a.m. when the Board was officially apprised that this was even going to take place because there was not any posting prior to 26 hours before this meeting. Vice-Chairman Martin stated that Mr. Nelson and

Mr. Besich did not agree to this until Sunday. Vice-Chairman Martin advised Mr. Nelson and Mr. Besich that she would get the paperwork in place so if they came to an agreement, the Board could facilitate the changes at the meeting today. Vice-Chairman Martin stated that the proposed change in positions was discussed all week and on Sunday night, she received a call that Mr. Nelson and Mr. Besich agreed to change positions. She further added that if an agreement had not been made, this item would not be on the agenda and the personnel changes would have been removed as well. Vice-Chairman Martin then asked to make another statement, as follows: *“The charges that Mrs. Dawson levies against Mr. Besich are severe, and I would be more comfortable if he were allowed to respond and we need to give him the opportunity to do that. I am sitting here and surprised at Mrs. Dawson’s moral high horse position on this because last Tuesday you were caught red-handed taking subpoenaed documents from me and they were retrieved, and it catches me off guard that we are being selective up here in what we say. If that is true about Mr. Besich, he needs the chance to answer and this may not be the appropriate place for that. My recommendation is still that we do this as it is the smoothest for us and the County. Everything Mrs. Dawson just talked about regarding the state audit is in the works. There is nothing here that Mr. Besich or Mr. Nelson is trying to hide from this County. I feel they are both highly qualified and I know they have our best interests at heart. When you are ready for a motion, I’m ready.”* Chairman Sanchez stated he has held these two gentlemen in the highest esteem and regard and he agrees with Vice-Chairman Martin’s comments. He agrees that if there is any substance on the comments made this morning, there is a procedure to follow. Supervisor Dawson stated she thinks this is a rush move. At this time Chairman Sanchez called for a motion. Priscilla Knuckey-Ralls, Gila County Treasurer, interrupted the Chairman and stated that she had requested to speak on this item and wished to speak on both agenda items. Ms. Knuckey-Ralls proceeded to state her opinions and concerns on both agenda items. She stated that the Board needs to leave the positions as they

are because there is a Deputy County Manager and an assistant so there are people in place. Chairman Sanchez then called on Robert Davies of Globe who stated that because there are people in place who can run the government, he felt it did not look good to switch the positions at this time. Vice-Chairman Martin stated that she wanted to mention one thing about the audit. She stated that in the Board's transition, Mr. Nelson offered to have the new Board go out to bid and have a complete audit of the books, so the new Board has full confidence of the figures and finances of the County, but he recommended that this be done after the State audits were completed. She also stated the rush to make the reassignments is at the request of both Mr. Nelson and Mr. Besich. Mr. Nelson requested his reassignment be effective as of today as he does not want to come back as Manager in order to eliminate his stress level and then he can focus on budget and finance and get that area running and Mr. Besich was in agreement. She stated she doesn't know what the problem is with the Board visiting with Mr. Besich instead of Mr. Nelson. At this time, Ms. Knuckey-Ralls again interrupted and Chairman Sanchez told her she had been allowed to speak for three minutes according to the Board's procedure and he then called on David Cook who had also requested to speak. Mr. Cook stated that the Board was getting away from what agenda item 12 was about. He stated that it was not about the audit, not about what was done by this person, although that was part of the record now, but the Board needed to get back to item 12. He suggested that if Mr. Nelson needed to take time off then perhaps the wording should say 'authorizing temporary reassignment' and put Mr. Besich in as County Manager for six months, or some time limit and pay him the County Manager's salary for that period. This would allow time for all the changes and it would *"take the rush off."* County Attorney Daisy Flores asked to address the Board on procedural issues. She stated that because the County Manager's position is exempt by law, as well as the Deputy County Manager's position, no posting of these positions is required and there is nothing procedurally wrong with the reassignments. She also stated that

because of concerns that Mr. Besich might want to address the Board in an open meeting or executive session, she suggested that the Board table this item until it can hold discussions at a later time. She advised that the Board should do what is best for the County, not necessarily what is best for an individual employee. She also suggested that if the Board wished to table this item, it could direct the Deputy County Manager to look into an action plan or research other county procedures for filling the County Manager position and the related interview process. She said the Board might look at making this a temporary position; however, action could be taken today as there is nothing procedurally wrong. Supervisor Dawson made the motion to table item 12 until Mr. Besich has an opportunity to meet with the Board at his desire, either in public meeting or executive session. Chairman Sanchez called for a second to the motion. Hearing none, the motion died for lack of a second. Chairman Sanchez called for any other motion. Vice-Chairman Martin made the motion that the Board authorize the reassignment of Steve Besich, Deputy County Manager, to Interim County Manager/Clerk until November 1st [2005] with him receiving that position's attendant salary, along with the reassignment of John Nelson, County Manager/Clerk, to Interim Deputy County Manager until November 1st [2005] with him receiving that position's attendant salary. The motion was seconded by Chairman Sanchez. Motion passed with a 2-1 vote. Supervisor Dawson voted no.

Vice-Chairman Martin requested authorization for the County Manager to implement a management strategy whereby a clear chain of authority is established with the Board of Supervisors interfacing with County departments through the County Manager and doing so in writing. Under this strategy, except for the purpose of simple inquiry, the Board and its members shall deal with the administration solely through the County Manager, and neither the Board nor any member thereof shall give orders to any subordinates of the County Manager, either publicly or privately. Vice-Chairman Martin stated: *"I heard this referred to as a dictator. I would like to back up a minute and tell you*

where this wording comes from and why. This comes at the request of Mr. Nelson and Mr. Besich. During orientation, they both explained that is the general way they had been doing business with the old Board.” She stated that she had taken some information from the website of the International City/County Managers Association which has been tracking data on the two types of management used by local, state and national councils or boards since 1908. The two types of management are the Council (Board)-Manager and the Council (Board)-Administrator management. If operating under a Council (Board)-Administrator setup, the main Manager is the Chairman who takes on responsibilities of management; carries out duties for the Board, not as an individual but as a Board; and, the County Administrator facilitates the Chairman’s directions. She stated that Gila County, on the other hand, has a Council (Board)-Manager setup where all power is in the elected Board (Council), and the Board hires a professional Manager to oversee the delivery of public services. She stated, “The Manager is hired to serve the Board and the community and brings training and experience in administrative local government for the governing body, prepares the budget, recruits, hires, supervises the governing staff, serves as the Chief Advisor, and carries out policies. This particular type of government asks that the governing Board work through the Manager to the line, which allows the Manager to better serve the Board. Instead of Board members going to departments with requests, putting those departments behind in their work in order to facilitate the requests of individual Board members, those requests need to go into the regular flow of business. These are very generally well-accepted managerial practices of the best run companies, organizations and government. This facilitates the Board in getting questions answered, setting priorities for departments, better communication, and keeps up productivity...In the last twenty-four hours people have made comments that this is an effort to stop whistle blowers. This has nothing to do with whistle blowers. This does not stop public information from flowing or any of you being able to tell us [the Board] something. It is just asking us to put in writing what you want so

the Manager can see what requests are coming in and prioritize them ” She stated that Mr. Besich knows how to track requests. She stated that this surprises her as, “It seems a favorite form of recreation around here is jumping to conclusions.” She said this is simply Mr. Besich and Mr. Nelson asking to clarify the chain of command which everyone is used to following with the exception of the new Board. Vice-Chairman Martin stated that the City of Phoenix adopted this management strategy in 1913, which is still in place today. For the past three years the City of Phoenix has been cited as the best run city in the world, and the City attributes this management strategy as being its foundation for effectiveness and efficiency. Chairman Sanchez asked the other Board members: “Do you feel that putting in this language and authorizing this implementation of management strategy in looking for a clear chain of authority would be relinquishing any of your authority, responsibilities and duties as elected officials by approving something like this.” Vice-Chairman Martin replied: “I don’t see how. If having to put in writing my concern that I need answered, and putting it in the chain of command, knowing that it’s being tracked, knowing I can see where it is in the process and can click back in for a faster response, doesn’t have anything to do with my authority and power. It would just facilitate my request.” Supervisor Dawson stated: “As you know, I’m provided a copy of a letter which was shredded from my office from the Auditor General dated December 13 [2004] and a letter addressed to our County Manager and copied to the Board, dated January 20 [2005]...I think when you give up your authority, and I think we need a clear chain and look forward to that being established, but when documents are not given, the letters from the Auditor General, we say we’re all jumping to conclusions or suspicions. No, I’m not jumping to them. I have been asking since January for information. I have asked in writing from the administration. I have asked in Board meetings. Finally, Mr. Besich gave me an account number. Mr. Nelson had no data, so I went to the Finance Director. If you think as elected officials, we should just step aside and assume that management is not keeping from us information, I have a problem,

because I know we haven't been given information. I don't know why the information was not given to us. Maybe John has been sick the whole time I've been in office." Supervisor Dawson then proceeded to read another prepared statement in which she claims the County gave away the hospital building, which is now Copper Mountain Inn, when the County could have used that space for offices, and is now paying a quarter of a million dollars for space they once owned. She stated: *"This is far worse than squandering the taxpayers' sacred funds that have been entrusted to us...by this action, we are selling our souls for a moment of convenience. For what purpose? To stifle the legitimate inquiry, to cover up wrongdoing of the past, and to relieve themselves of the burden of their responsibilities. With this proposal, when a citizen asks for help, the Board can say 'Oh, I will send a written epistle to the County Manager and hopefully he will look into it and get it into the right hands and or get back to you in due time.' Citizens did not elect the County Manager. We complain mightily that the State and Federal government daily erodes local control. By the action that is asked here in [agenda] number 13, our control is not being taken away, we are giving it away to an unresponding bureaucracy. I have asked for answers from my management. I don't receive them. We are betraying our oath of office and shirking our responsibilities. I cannot support this idea. With all the attendant problems with this proposal, it has one additional fatal flaw. This proposal authorizes the County Manager to implement a policy that forces all communication with the employees that are hired by the Board to be through the Manager. Even my colleagues on the Board must understand that it is the Board that sets policy, not the staff. We cannot delegate that responsibility. At most the proposal should say: 'The Manager is to create an organizational chart, wouldn't that be novel, and draft a policy to be brought back to us for future discussion and action.'* We cannot legally or morally tell him to create and implement the policy in this action." Vice-Chairman Martin advised that she hasn't encountered any problems receiving mail or being informed on issues and she suggested getting a post office box for any Board member not receiving his/her

mail. Chairman Sanchez stated that a Public Participation Form for this agenda item had been submitted to the Board which indicated that David Cook of Ice House Canyon, stated that, in his opinion, the proposed agenda item no. 13 creates a process for information flow. Chairman Sanchez then called on Ms. Knuckey-Ralls, who expressed a concern that as an elected official, she would not be able to go directly to the Board with her questions. She stated that with regard to salaries, *"The people under management, not elected officials, they get raises about every three to six months, at least a couple of times a year, and they get humongous raises, but the Board doesn't see those. It's the fox watching the henhouse."* Vice-Chairman Martin stated: *"I feel compelled to answer this. The Treasurer has again asked us, and this is true, for salary increases for her folks. I had Susan [Mitchell, Personnel Director] pull for me the history, and since 1999, just in answer to this, we have given one of her folks 37.5% raises, another one 41.5%, another 38.5%, and another 47.5%, and at the same time in Gila County, across the board, everybody else is getting 15%. And after that a request here to go from a \$34,000 person to a \$62,000 person, a \$28,000 to \$50,000. The point here is: 'That's beside the point.' The fact is that if an elected official wants to get involved with the budgeting process, this doesn't change that; in fact, it will help facilitate that and it will help us see where the request is. We are not giving up power with this; we are simply facilitating the flow of information. Again, there may be things that we need to take a look at. There's nothing here that we can't take a look at. There's nothing that can't afford the light of day shined on it. There is no advantage to not letting the citizens know if there is something not right. This is not about protecting anybody; there's nobody to protect. Hiding anything; what is there to hide? This is literally to facilitate the flow."* At this time Chairman Sanchez called on Dan Adams who resides in Payson. Mr. Adams stated: *"This is starting to border on the ridiculous. We're trying to set policies on the basis of personnel, and it's not going to work. You need to back off of who did what and try to find out the best for the County and the people in it. I started to come down here about eighteen*

years ago. When I retired I took up meddling in politics, and this was the first place I came because this was one of the most out-of-control organizations you ever saw. In the past, the County had tried to control the salaries and budgets of the elected officials and they sued the County and won. Nobody was in control. How we came out of that over a period of time, I don't know. But I do know that over a period of time, this was a far better run organization in comparison to the City of Payson arguing who is in charge, along with the State of Arizona and the U.S.A. asking who is in charge. If you want to give people, who work in an organization, a great excuse to do nothing or what they please, you give them two bosses. No matter how you decide who's going to run what, we need this form of organization." Supervisor Dawson stated that she believes the Board needs a work session. She stated: "Now that the County has a new County Manager, as of today, who has experience with this, if the Board sits in a Work Session and goes through this and understands the lines of authority and how the communication will take place, then it would be a time to come as to how to implement, as I have a question about the County Manager implementing policy." County Attorney Daisy Flores stated that she has a concern with the wording on this item where it says 'interfacing with County departments.' She stated: "The County Attorney's Office is a County department, and if this is limited or making it so the County Manager is going to restrict or design a plan where you as Supervisors are restricted in discussions with my office or other elected officials, I'm concerned about that." Ms. Flores also stated to the Board: "You are a three-headed animal and two of you need to agree for the animal to move or give direction to anybody to do something. An individual Supervisor can't necessarily tell somebody exactly what they're going to do. You might inquire or ask for information. That's different. I think to have a work session is a good suggestion, to have a broader understanding, not only for the Board on your procedures, but your procedure is what is implemented to all County employees. They need to understand what your procedure is and this language alone doesn't do that for me. A more developed work session with input from other elected

officials and department heads might be beneficial to have a clear understanding where you can give that direction to employees, that individual Supervisors are not necessarily directing them. But if they are inquiring, then those inquiries should be funneled. It also does make people more responsible. If I have something in writing, often even from you or other departments, I want it in writing from you, so that you've had that thought to think it out and I can make sure it gets responded to. I think that's a good idea. And I would suggest that we go forward with this idea and develop it further so it can work for the County as a whole." Chairman Sanchez stated that in researching this item he came across a 1992 Gila County handbook, and in it is the organization of the County and it addresses exactly what we are discussing today. He stated that during the new Board's orientation, he tried to explain what the procedures are according to existing policies, and that's the only way he knows how government operates as there is a reference for everything. He stated he doesn't have a problem in looking at this in a work session. He also stated: *"When we say 'County departments,' that was not aimed at elected officials; to me that means departments such as Finance, Roads, etc., but apparently this needs clarification. We would be locked into something we adopt today forever, so I was going to suggest some change or revision is necessary."* A discussion ensued as to the date this item would be placed on a work session agenda. It was agreed that this item would be placed on the May 10th meeting agenda. Vice-Chairman Martin questioned about the language to be used when referring only to the Board of Supervisors' departments. Ms. Flores stated that it should just exempt all elected officials. David Cook of Globe also added a few additional comments. Upon motion by Supervisor Dawson, seconded by Vice-Chairman Martin, the Board unanimously tabled this item to a work session to be held on Tuesday, May 10, 2005.

Supervisor Dawson requested that Consent Agenda Item N (approval of personnel reports/actions for the weeks of April 25, 2005, and May 2, 2005) be moved to the Regular Agenda for discussion. Upon motion by Supervisor

Dawson, seconded by Vice-Chairman Martin, the Board unanimously voted to move Consent Agenda Item N to the Regular Agenda. Supervisor Dawson stated that on item N-8 (for the reporting period of the May 3, 2005 Personnel Report) there is not a job description for this new position and this is not a job transfer. She stated: *"I have asked Mr. Nelson before what is the criteria that we go through to give benefits such as automobiles to employees. This position does not delineate that with it goes a car for a resident out of the County. There are procedures to go through when we are going to create a new position. I've had to go through that in order to obtain a person as an Administrative Assistant. I think that suddenly making a position in District I and District II without any discussion with the Board and there being no job description ... I went to Personnel this morning and asked if either of you two had provided a job description and no job description was there. This person has worked the whole time they've been an employee without a job description. I've had a lot of concern about the former position because it was paid for by HURF (Highway User Revenue Funds) funds, and I'm glad to see it's not being paid for by HURF funds...and Susan (Mitchell) told me it's being paid for by your constituent funds. But there is no job description for this job. I just can't approve it."* Supervisor Dawson started to make a motion to approve all of the Consent Agenda items with the exception of Item N-8; however, Chairman Sanchez stopped the motion as this entire item N was already moved to the Regular Agenda and no longer part of the Consent Agenda. Vice-Chairman Martin made the motion to approve both Personnel Reports/Actions for April 25, 2005, and May 2, 2005. The motion was seconded by Chairman Sanchez. The motion passed with a 2-1 vote. Supervisor Dawson voted no.

Upon motion by Vice-Chairman Martin, seconded by Supervisor Dawson, the Board approved Consent Agenda items A-O with the exception of item N (as noted above), as follows:

- A. Authorized the Chairman's signature on Bank of America Municipal Lease Agreement and Digital Imaging System Maintenance Agreement for one

Panasonic copy machine for a period of 36 months, to be used by the Assessor located in Globe, Arizona.

- B. Authorized the Chairman's signature on Bank of America Municipal Lease Agreement and Digital Imaging System Maintenance Agreement for one Panasonic copy machine for a period of 36 months, to be used by the Assessor located in Payson, Arizona.
- C. Approved a request by TAP Enterprises, Inc. to rent the Fairgrounds Exhibit Hall on May 22, 2005, for a tool sale.
- D. Approved the reappointment of Ray Pugel to the Gila County Industrial Development Authority Board of Directors from 2/16/05 to 2/16/11.
- E. Approved an Intergovernmental Agreement between the Arizona Department of Economic Security and the Gila County Division of Health and Community Services to provide WIA Title I Youth Services in the amount of \$441,301.00 for the period April 1, 2005, through June 30, 2007.
- F. Approved Amendment No. 1 to contract No. HI461413-014 between the Gila County Health Department and the Arizona Department of Health Services extending the contract termination date to June 30, 2006, for community health nursing.
- G. Approved the ratification of the Chairman's signature on a Provider Participation Agreement between Gila County Health Department and the AHCCCS Administration for health care services provided by Gila County to fee-for-service patients.
- H. Approved the ratification of the Chairman's signature on a grant application that the Office of Community Services, Community Action Program is applying for through the Arizona Department of Commerce to provide a variety of services to Income Eligible Gila County residents.
- I. Approved the ratification of the Chairman's signature on Amendment No. 10 to Contract No. E6301005 between Gila County and the Arizona Department of Economic Security to decrease funding in the amount of \$1,412 for the service of Case Management and to increase funding

available for the service of Community Services in the amount of \$24,412 in order to implement the finalized funding formula allocations referenced in Contract Amendment No. 9 for community action network agencies.

- J. Approved an Arizona Criminal Justice Commission Local Law Enforcement Block Grant NO. LLBG-05-155 in the amount of \$11,111 between the Gila County Sheriff's Office and the Arizona Criminal Justice Commission for law enforcement support.
- K. Approved the Final Plat of Strawberry Hollow, Phase 2, Lots 42 through 72, located in Pine, Arizona.
- L. Approved the April 5, 2005, April 11, 2005, April 12, 2005, and April 26, 2005, Board of Supervisors' meeting minutes.
- M. Approved the March 2005 monthly departmental activity report submitted by the Payson Regional Justice Court.
- N. Approved personnel reports/actions for the weeks of April 25, 2005, and May 2, 2005, as follows: **(This agenda item was addressed separately from the Consent Agenda as noted above.)**

April 25, 2005:

Departure from County Service:

- 1. Probation Secretary I – Probation – 04-29-05 – J.I.P.S. Fund
Jacquelyn Clugston – Hire 09-29-03 – Resigned – leaving area
- 2. Building Inspector/Plan Reviewer – Community Development – 04-28-05
– General Fund – James Huber – Hire 07-14-99 – Retirement

Position Review:

- 3. Salary Increase – Attorney – County Attorney – 04-18-05 – General Fund
John Franklin – increase due to time in office in accordance with Attorney Pay Plan
- 4. Anniversary Date Increase – 04-18-05 – Ethel Hammer, Michael Spaulding
- 5. Anniversary Date Increase – 05-02-05 – Barbara Valencia, Debora Briseno

Request Permission to Post:

6. REPAC Training Specialist II – Community Services - position vacated by Leslie Jones – position location – Show Low, Arizona

SHERIFF'S PERSONNEL ACTION ITEMS

Departure from County Service:

7. Office Assistant – Payson S.O. – 04-29-05 – General Fund
Christine Lubbers – Hire 06-03-02 – Resigned for other employment

Position Review:

8. Anniversary Date Increase – 04-18-05 - Carrie Tavares
9. Anniversary Date Increase – 05-02-05 – Rodney Cronk, George Fishel, Michelle Daly, Linda Carnahan

May 2, 2005:

Departure from County Service:

1. Animal Control Officer II – Animal Control – 04-26-05 – Rabies Control Fund - Mark Mitchell – Hire 11-01-04 – Failure to complete probation

Hire to County Service:

2. Administrative Assistant II – Emergency Management – 05-02-05 – General Fund - Vicki DeAnda – Reinstatement
3. Probation Secretary – Probation – 05-023-05 – Adult Probation Service Fees Fund - Cecilia Bernal – replaces Nichole Spencer

Temporary Hire to County Service:

4. Laborer – Solid Waste Management – 04-25-05 – Enterprise Fund
Timmy McGoldrick
5. Plan Reviewer/Building Inspector – Community Development – 05-02-05 – General Fund – James Huber

Departmental Transfer:

6. County Manager/Clerk of the Board to Deputy County Manager – Board of Supervisors – 05-02-05 – General Fund – John Nelson

7. Deputy County Manager to County Manager/Clerk of the Board –
Emergency Management to Board of Supervisors – 05-02-05 – Steven L. Besich
8. Engineering Assistant to Special Assistant to District I & II Supervisors –
05-02-05 – Engineering to General Fund – Lionel Martinez
9. Legal Secretary I – County Attorney to Probation Secretary I – Probation –
05-09-05 – General Fund – Teresa Martin del Campo
10. Probation Secretary to Teen Court Secretary – Probation – 05-02-05 –
Adult Probation Service Fees Fund to Diversion Consequences Fund –
Nichole Spencer
11. CAP Program Manager – Community Services to District Services
Coordinator – Board of Supervisors – 05-16-05 – Community Services
Fund to General Fund – Tina Chaffin

End Probationary Period:

12. Attorney – County Attorney – 05-02-05 – General Fund - Abe Muallem
13. Clerk III – Recorder – 05-16-05 – General Fund - Connie Alvino

Position Review:

14. Change fund codes – Deputy Probation Officer I – Probation – 05-02-05
– State Aid Enhancement Fund – William Kern
15. Change fund codes – Deputy Probation Officer I – Probation – 05-02-05
– Adult Intensive Probation Fund – Cheryal Taylor
16. Change fund codes – Transfer Station Attendant – Solid Waste
Management – 05-02-05 – Enterprise Fund – Vernon Thomas
17. Anniversary Date Increase – 04-18-05 – Zonnie River, Mike Golden
18. Anniversary Date Increase – 05-02-05 – Tom Homan, Clifford Horn,
David Hom, Carolyn Brown

Request Permission to Post:

19. One Stop Disability Specialist – Globe Community Services – position
vacated by Arleen Brice

20. Animal Control Officer II – Globe Rabies Control – position vacated by Mark Mitchell

21. Engineering Technician IV – Engineering – approved position never filled

SHERIFF'S PERSONNEL ACTION ITEMS

Departure from County Service:

22. Dispatcher II – Payson S.O. – 04-20-05 – General Fund - Dan Hunt – Hire 04-11-05 – Resigned for personal reasons

23. Detention Officer – Payson S.O. – 04-21-05 – General Fund - Robert Harrold – Hire 04-18-05 – Failure to complete probation

24. Detention Officer – Globe S.O. – 04-25-05 – General Fund - Orin Kauers – Hire 01-03-05 – Failure to complete probation

Departmental Transfer:

25. Detention Officer (part time) to Detention Officer (full time) – Globe S.O. – 04-25-05 - Thomas Lease – replaces Orin Kauers

O. Approved the finance reports/demands/transfers for the weeks of April 11, 2005, and April 18, 2005.

April 25, 2005:

\$553,398.51 was disbursed for County expenses by voucher numbers X144775 through X144873, X366852 through X366962, X366964 through X366968, X366970 through X367046, and X367050 through X367173.

The hand-issued warrants listing is as follows: voucher number X366842 in the amount of \$34,769.67 and voucher number X366850 in the amount of \$325.00.

May 2, 2005:

\$392,247.96 was disbursed for County expenses by voucher numbers X144875 through X144971, X367177 through X367216, X367218 through X367229, X367231 through X367252, and X367254 through X367421.

There were no hand-issued warrants.

At this time each Board member and the Chief Administrator were presented the opportunity to give a brief summary of current events as allowed

by A.R.S. §38-431.02(K). No summary was given by any Board member and no action was taken.

There being no further business to come before the Board of Supervisors, Chairman Sanchez adjourned the meeting at 12:44 a.m.

Jose M. Sanchez, Chairman

ATTEST:

Steven L. Besich, County Manager/Clerk